

**GOVERNMENT**

**SIKKIM**



**GAZETTE**

**EXTRAORDINARY  
PUBLISHED BY AUTHORITY**

**Gangtok**

**Friday 15<sup>th</sup> September, 2017**

**No. 440**

**DEPARTMENT OF LABOUR  
GOVERNMENT OF SIKKIM  
GANGTOK**

**No. 11/DL**

**Dated: 15/09/2017**

**NOTIFICATION**

Whereas the State Government proposes to revise the existing Minimum rate of Wages as per its policy decision adopted in the year 2014 by revising the rates of Wages by enhancing the same to the categories of Un-skilled, Semi-Skilled, Skilled and Highly-Skilled Workers at the rate fixed accordingly in Table-1 in the following Scheduled employments namely, "(1) Automobiles Engineering Works, (2) Bakeries & Confectioneries, (3) Construction or Maintenance of roads & Buildings, (4) Construction of projects including Dams, Tunnels, Hydro-Electric and other multi purpose, (5) Dairy, Poultry and Animal Husbandry farming, (6) Casual contingency employees engaged by Government, Semi-Government, Public Sectors and Private Sectors, (7) Distilleries and Breweries, (8) Electronic Industries, (9) Handloom Industries, (10) Hotels, Restaurants, Eating Houses/Tea Shops, (11) Printing Press, (12) Shops & Commercial Establishments, (13) Tours & Travel Agencies, (14) Cinema and Video Halls, Cable Operators, (15) Wood Works, Carpentry and Masonry, (16) Tea Plantation, (17) Private Transportation, (18) grill Industries, (19) Tyre and Trading Industries, (20) Ferro Alloys Industries, (21) Engineering Industries, (22) Forest and Timbering Industries, (23) Leather Industries, (24) Paper & Pulp Industries, (25) Stone breaking and crushing, (26) Security Guards.

Whereas, objections, suggestions, comments and views received on the said proposals have been considered by the State Government;

NOW THEREFORE, in exercise of powers conferred by clause (b) of sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), and in supersession of Notification No.4 / DL dated 01/11/2014, the State Government hereby classify the following categories of the workers and revise the rates of minimum wages as specified in the table and schedule annexed hereto, payable to the workers employed in the scheduled employments mentioned in Para 1 above.

Table I

Category of workers	Existing Rates Of daily Wages	Proposed Rates of Daily Wages
1	2	3
Unskilled	Rs.220/-	Rs.300/-
Semi-skilled	Rs.242/-	Rs.320/-
Skilled	Rs.275/-	Rs.335/-
Highly-skilled	Rs.319/-	Rs.365/-

1. The revised rates are inclusive of Dearness Allowance, but exclusive of other concessions, if any, enjoyed by the employees.
2. The rates of daily wages of workers at various altitudes shall be as under:-
  - (a) Upto 8000 ft altitude - Worker shall be paid normal wages
  - (b) From 8001 ft to 12000 ft - Workers shall be paid 50% more than the normal wage.
  - (c) From 12001 ft to 16000 ft - Workers shall be paid 75% more than the normal wage.
  - (d) From 16001 ft & above - Workers shall be paid double the normal wage.
3. If a worker works without being absent during the period of 6(six) days consecutively in a week, he/she shall be given one paid holiday on either Sunday or any other Haat day.
4. No worker shall be required to work for more than nine hours in a day with break of one hour.
5. No person below the age of 14 (fourteen) years shall be employed in any work.
6. There will be no difference between wages for male and female workers.
7. Where a worker works for more than 8 hours in any day or more than forty eight hours in any week, he/she shall in respect of overtime work, be entitled to wages at the rate of twice his/her ordinary rate of wages.
8. The minimum rates of wages are applicable to workers employed by contractors as well as workers engaged in private masonry works like house building also.
9. If any question arises as to what particular work is Highly Skilled, Skilled, Semi-skilled or Un-Skilled, it may be referred to the Labour Department, Government of Sikkim, whose decision shall be final.
10. These rates shall be effective from 01.07.2017.

### Categories of Workers

#### 1. Un-Skilled Workers:

1. Chowkidar (Watchman)
2. Peon
3. Sweeper (Safaikarmachari)
4. Server
5. Waiter

6. Cleaner
7. Ordinary worker
8. Packer
9. Helpers
10. Office boy
11. Nursery watcher
12. Earth excavator
13. Earth digger
14. Mali
15. Khalasi
16. Shop assistant
17. Weigh man
18. Service boy
19. Water boy
20. Air boy
21. Jali workers(Cement Concrete pipes)
22. Assistant pipe fitter
23. Bull caretaker
24. Boar caretaker
25. Cook
26. Dog catcher
27. Dresser
28. Dairy care taker
29. Egg recorder
30. Field worker
31. Grass cutter
32. Helper ( Operator machineries)
33. Helper (fitter operator)
34. Horse Attendant
35. Kion-Yeer
36. Laboratory boy
37. Line Assistant
38. Milk Carrier
39. Patrol man
40. Poultry caretaker
41. Power house cleaner/Oil man
42. Room attendant
43. Hospital/Dispensary Attendant

44. Yak attendant
45. Mule attendant
46. Pony attendant
47. Driver (Donkey, Mule, horse, yak, ponies etc)
48. Zoo keeper Grade IV
49. Worker Grade IV of Directorate of Handicrafts & Handlooms
50. Security Guard( Without experience)
51. Any other category by whatever name called which are of an un-skilled nature.

**2. Semi-Skilled**

1. Assistant fitter (Mechanic)
2. Assistant black smith
3. Assistant gold smith
4. Assistant welder
5. Assistant painter
6. Hammer man
7. Assistant baker
8. Head Attendant (Handloom Industries)
9. Coal man
10. Pump man
11. Polisher
12. Gate keeper
13. Booking Assistant
14. Machine Labour
15. Earth breaker
16. Rock excavator
17. Hole driller
18. Spray man
19. Stone breaker
20. Conductor
21. Booking clerk
22. Ticket checker
23. Time keeper
24. Store keeper
25. Switch man
26. Duplicating machine operator
27. Sales man
28. Assistant pipe manufacturer
29. Press man (Metallic)

30. Castingwala (Metallic)
31. Cutter (Metallic)
32. Circle cutter (Metallic)
33. Assistant Mistry (Motor body building)
34. Puncture fitter
35. Tyre and tube mistry
36. Assistant line man
37. Assistant switch board operator
38. Assistant turbine operator
39. Bill distributor
40. Carpenter grade II
41. Carpenter Grade III
42. Compressor operator
43. Crane operator
44. Engine operator
45. Field assistant
46. Field enumerator
47. Filter operator
48. Fitter Grade II
49. Fodder builder
50. Librarian (without Diploma)
51. Lathe man
52. Line man
53. Mason Grade I
54. Mason Grade II
55. Meter reader-cum-bill clerk
56. Mechanic
57. Painter Grade II
58. Painter Grade III
59. Pipe fitter Grade I
60. Pipe Fitter Grade II
61. Revenue assistant
62. Rigger
63. Stone crusher operator
64. Supervisor
65. Switch yard attendant
66. Switch operator
67. Sub-station attendant

68. Senior assistant turbine operator
69. Tailor
70. Dhobi
71. Cobbler
72. Barber
73. Tractor helper
74. Turbine operator
75. Vibrator operator
76. Mixer operator
77. Junior weaver
78. Ordinary workers (underground works such as Mines, Tunnels, Dams etc)
79. Sikkim Herald Packer & Distributor
80. Zoo keeper Grade III
81. Worker Grade III of Directorate of Handicrafts and Handlooms.
82. Security Guard (Five years experience Class X Passed, Head Guard),
83. Barefoot Engineer.
84. Any other categories by whatever name called which are of a semi-skilled nature.

**3. Skilled:**

1. Electrician
2. Fitter Grade I
3. Carpenter Grade I
4. Spray painter
5. Painter Grade I
6. Artist
7. Litho machine man
8. Litho press man
9. Radio man for offset machine
10. Flat machine man
11. Line operator
12. Mono operator
13. Composer Grade I
14. Head cook
15. Head baker
16. Quality controller
17. Cutter (tailoring)
18. Senior weaver
19. Turner

20. Moulder
21. Plant operator Masson
22. Mason class I
23. Machine man
24. Chemist
25. Chemical analyst
26. Blender
27. Foreman
28. Boiler attendant
29. Operator (cinema)
30. Air conditioner operator
31. Head Munshi
32. Cutter (timber)
33. Laboratory technician
34. Radiographer
35. Radio/T.V/Computer mechanic
36. Photo artist
37. Manager (petrol pump)
38. Technical supervisor
39. Head Mistry (R.C.C)
40. Compositor
41. Binder
42. Computer operator
43. Dancer/singer/musician
44. Kang-so-pa
45. Demand clerk
46. Draughtsman
47. Handmade paper worker
48. Lower divisional clerk/Typist
49. Librarian (with Diploma/Degree)
50. Light Vehicle driver
51. Senior pipe fitter
52. Tracer
53. Welder cum Denter
54. Semi skilled workers (underground works such as Mines, Tunnels, Dams etc)
55. Zoo keeper Grade II
56. Worker Grade II of Directorate of Handicrafts and Handloom
57. Security Guard ( Eight years experience plus Class XII passed, Security Supervisor)
58. Barefoot Engineer with skill certification from accredited Skill Training Institutions.
59. Any other categories by whatever name called which are of a skilled nature.

**4. Highly Skilled**

1. Heavy vehicle driver
2. Bull dozer operator/driver
3. Excavator operator/driver
4. Roller driver
5. J.C.B Driver
6. Plumber/Welder/Foreman/Electrician/Draughtsman/Computer Mechanic having I.T.I or any other Diploma Certificate.
7. Skilled workers (underground works such as Mines, Tunnels, Dams etc)
8. Zoo keeper Grade I
9. Workers Grade I of Directorate of Handicrafts and Handloom
10. Security Guard (8 years experience with minimum Graduation or Ex-Army in the Rank of JCO).
11. Barefoot Engineer with ITI NCVT Certification or Diploma from AICTE recognized Institution.
12. Any other categories by whatever name called which are of Highly Skilled Nature.

**EXPLANATION:**

**Definition of categories:**

- (a) **Un-Skilled Work**” means work which involves simple operation requiring little or no skill or experience on the job.
- (b) **“Semi-Skilled Work”** means work which involves some degree of skill or competence, acquired through experience on the job, and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.
- (c) **“Skilled Work”** means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a Technical or Vocational Institute and the performance of which calls for initiative and judgment.
- (d) **“Highly-Skilled Work”** means work which calls for degree of perfection and competence in the performance of certain jobs including clerical work acquired through intensive technical or professional training or adequate work experience for certain reasonable period and also require an employee to assume full responsibility for his judgment/decision involved in the execution of his job.

**BY ORDER,**

L.P.Chettri, S.C.S  
Secretary  
Department of Labour,  
Government of Sikkim.  
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